

**BEFORE THE PUBLIC UTILITIES COMMISSION OF THE STATE OF CALIFORNIA**

Application of Southern California Edison Company (U 338-E) For Authority to, Among Other Things, Increase Its Authorized Revenues For Electric Service in 2003, And to Reflect That Increase in Rates.

Application 02-05-004  
(Filed May 3, 2002)

Investigation on the Commission's Own Motion into the Rates, Operations, Practices, Service and Facilities of Southern California Edison Company.

Investigation 02-06-002  
(Filed June 6, 2002)

**ASSIGNED COMMISSIONER'S SUPPLEMENTAL RULING  
REGARDING TESTIMONY ON WORKFORCE DIVERSITY**

By an Assigned Commissioner's Ruling (ACR) dated April 8, 2003, I directed Southern California Edison Company (SCE) to submit testimony regarding the diversity of its workforce. On April 18, 2003, the Greenlining Institute and Latino Issues Forum (Greenlining/LIF) filed comments requesting that the April 8 ACR be modified to require a breakdown of minority workforce data. Greenlining/LIF is concerned that aggregating data for all minorities in SCE's workforce could disguise weaknesses in the company's recruiting, especially with respect to African Americans and Latinos.

To illustrate its underlying concern, Greenlining/LIF points to data it obtained from Pacific Gas and Electric Company (PG&E). It shows that 25% of PG&E's top 1,000 employees in 2002 were minorities, while 3.5% were African

American and 3.8% were Latino. Greenlining/LIF also points to similar data that it obtained from SCE, showing that 24.8% of its top 1,000 employees in 2001 were minorities, 4.3% were African American and 9.7% were Latino.

I share Greenlining/LIF's concern that aggregate minority workforce data could disguise possible weaknesses in the company's employment programs. I will therefore modify the ACR as requested to provide for a more detailed breakdown of minority data. A possible classification and format for the breakdown is that used by the State of California, State Personnel Board (SPB) in a report entitled SPB Report 5102.<sup>1</sup> The hyperlink to the SPB website for this report is <http://www.spb.ca.gov/mis/5102stateTots.cfm>. SCE may use an alternative classification and format if it determines otherwise and sets forth the circumstances that warrant doing so. However, it would appear that SCE should, at a minimum, report data for African American and either Hispanic or Latino workers.

The April 8 ACR directed SCE to submit the requested testimony within 30 days of the date of that ruling. Because this ruling directs that data be produced in greater detail, I will extend the due date by 15 days.

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<sup>1</sup> The classification used in the SPB report is White, African American/Black, Hispanic, Asian, Filipino, American Indian, Pacific Islander, Other, Total, and, separately, Disabled.

Therefore, **IT IS RULED** that the testimony that Southern California Edison Company (SCE) submits pursuant to the April 8, 2003 Assigned Commissioner's Ruling shall include a breakdown of minority workforce data in accordance with the foregoing discussion. SCE is granted an additional 15 days to produce the testimony.

Dated May 5, 2003, at San Francisco, California.

/s/ CARL W. WOOD  
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Carl W. Wood  
Assigned Commissioner

**CERTIFICATE OF SERVICE**

I certify that I have by mail this day served a true copy of the original attached Assigned Commissioner's Supplemental Ruling Regarding Testimony on Workforce Diversity on all parties of record in this proceeding or their attorneys of record.

Dated May 5, 2003, at San Francisco, California.

/s/ JEANNIE CHANG

Jeannie Chang

**N O T I C E**

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A.02-05-004, I.02-06-002 CXW/MSW/jyc